



NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES

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CLOSING THE FEDERAL PAY GAP PAY PARITY BETWEEN FEDERAL AND MILITARY EMPLOYEES

BACKGROUND

The Federal Employee Pay and Comparability Act (FEPCA) of 1990 was intended to close the gap between Federal employee salaries and those of their private-sector counterparts. However FEPCA has **never** been implemented as it was originally designed. More than a decade later, the Bureau of Labor Statistics show the pay gap between Federal civilian employees and their private-sector counterparts has grown to 32 percent.

The President's FY 2003 budget has proposed a 2.6 percent average pay raise for federal employees. The Bush administration's budget plan calls for a 4.1 percent military pay raise.

CURRENT STATUS

Earlier this year, the House approved a resolution calling for pay parity language between military and federal civilian employees. The Senate Budget Committee later followed suit.

NAGE POSITION

NAGE urges you **support** legislation that would give civilian federal workers the same basic raise as military personnel. Every day, federal employees work side by side with members of the armed services. These dedicated civilian employees work in federal government out of a sense of pride for their country, just like our men and women in uniform.

Congress should ensure full implementation of the FEPCA law designed to close the gap between public-and private-sector pay in order to make Federal service employment competitive with the private sector.